

MEMORANDUM OF UNDERSTANDING

Wage Adjustment 2022

This Memorandum of Understanding (MOU) is entered into by the City of Hastings and the Minnesota Teamsters Public & Law Enforcement Employees' Union, Local No. 320 (Teamsters) for the purpose of implementing the wage adjustment as a result of the recent Compensation and Classification study.

WHEREAS, Teamsters Union is the sole representative for Fire Captains and Fire Marshal for the City of Hastings Fire Department;

WHEREAS, the City of Hastings recently concluded the Compensation and Classification study resulting in a recommended wage adjustment for Fire Captains and Marshal;

WHEREAS, the City and Teamsters hereby agree to fully implement the wage adjustment to all Fire Captains and Fire Marshal covered by the collective bargaining agreement, as described below;

NOW, THEREFORE, BE IT RESOLVED, that the parties hereto agree as follows:

1. 2022 Wage Range for New Employees

CAPTAIN	<u>Start</u>	<u>12 Month</u>	<u>24 Month</u>
	\$ 32.66	\$ 34.66	\$ 36.66

MARSHAL	<u>Start</u>	<u>6 Month</u>	<u>12 Month</u>	<u>24 Month</u>	<u>36 Month</u>
	\$ 45.48	\$ 46.48	\$ 47.48	\$ 48.48	\$ 49.48

2. For Captains and Marshal below the new scale, provide a wage increase of 75% of the difference between the two scales retroactive to July 4, 2022.

	<u>Start</u>	<u>6 Month</u>	<u>12 Month</u>	<u>24 Month</u>	<u>36 Month</u>
Captain	\$ 32.53		\$ 34.30	\$ 36.08	
Marshal	\$ 43.13	\$ 44.21	\$ 45.34	\$ 47.18	\$ 48.28

Agreed this _____ day of December, 2022.

City of Hastings:

Teamsters, No. 320:

Mary Fasbender, Mayor

Vance Rolfzen, Business Agent

Dan Wietecha, City Administrator

Adam Harklerode, Steward

Kelly Murtaugh, City Clerk